

Playing the Game:

Activity Sheet

As a team, decide which activities will help you create a continuously improving learning community in your school district. Each activity below is a separate move; you can make only one move at a time. You can repeat any activity at any time, except Gather Social Information.

Years 1, 2, and 3 Activities:

1. ASSESS DISTRICT'S SUCCESS

Assess the district's success in meeting a variety of local, state, and national learning standards and how the community culture and climate supports and/or impedes that success.

Choose: 8 people

Cost: 4 Bits

2. SURVEY STAKEHOLDERS

Survey the needs and concerns of both internal and external stakeholders in the school system (staff, students, parents, and other stakeholders).

Cost: 4 Bits

3. GATHER SOCIAL INFORMATION

Identify informal relationship/communication patterns of people in the school community.

Cost: 1 Bit

4. TALK WITH STAFF, STUDENTS, PARENTS, AND OTHER STAKEHOLDERS

Have individual conversations with people to introduce the idea of building a continuously improving learning community.

Choose: 3 people

Cost: 2 Bits

5. TALK WITH AGAIN

Have follow-up conversations with individual people to further discuss their questions, needs, and concerns.

Choose: 3 people

Cost: 2 Bits

6. CREATE A SHARED VISION

At a retreat for administration, staff, parents, and community representatives develop personal visions and begin to create a shared vision of the ideal graduate and learning environment. Participants do a self assessment to identify their values, skills, and knowledge.

Cost: 8 Bits

7. ASSESS PROBLEMS AND PROCESSES OF SCHOOL COMMUNITY

Use tools to systematically collect and analyze information about the district's problems and processes to get a systems' view and to identify high priority opportunities for improvement.

Choose: 8 people

Cost: 4 Bits

8. COMPARE VISION TO CURRENT REALITY

Compare vision to current reality and identify gaps and prioritize opportunities for improvement.

Choose: 8 people

Cost: 3 Bits

9. DEVELOP A LONG-RANGE PLAN THAT LINKS ACTIVITIES TO VISION

Develop a long-range plan that links activities to vision and shows who will do what, when and the indicators that will be used to monitor progress toward reaching the vision.

Choose: 10 people

Cost: 5 Bits

Years 1, 2, and 3 Activities (continued):

10. DEVELOP A SYSTEMWIDE PROFESSIONAL DEVELOPMENT PLAN

Develop a systemwide professional development plan that includes a plan for individual and team learning opportunities.

Choose: 8 people

Cost: 5 Bits

11. CONDUCT QUALITY TOOLS TRAINING

Conduct staff training to use quality tools (such as Brainstorming, Flow Charts, Check Sheets, and Nominal Group Technique) that help to systematically identify critical or root problems and processes and to help solve those problems.

Choose: 8 people

Cost: 3 Bits

12. DOCUMENT SUCCESSES AND FAILURES AND SHARE LEARNINGS

Document successes and failures you have experienced in implementing the changes in your district and share the learning so everyone in the system can learn from past experiences.

Cost: 2 Bits

13. PROVIDE SYSTEMWIDE PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Provide district-wide professional development opportunities on priority areas, including learning/teaching strategies.

Cost: 4 Bits

14. CREATE/MAINTAIN IMPROVEMENT TEAMS

Create and maintain cross-functional, interdisciplinary improvement teams to work on priority issues.

Choose: 8 people

Cost: 6 Bits

15. DEVELOP TEAMWORK SKILLS

Develop teamwork skills for people in the school community, including facilitation, communication, and use of dialogue skills.

Choose: 8 people

Cost: 3 Bits

16. IMPLEMENT NEW LEARNING/TEACHING STRATEGIES

Implement new learning/teaching strategies to enhance student and community learning.

Choose: 8 people

Cost: 4 Bits

17. COMMUNICATE VISION

Communicate your vision for the school community to all stakeholders.

Cost: 1 Bit

18. MODEL EFFECTIVE PRACTICES

Model effective practices in your everyday work.

Cost: 2 Bits

19. CHECK ACTIVITIES AGAINST VISION AND EFFECTIVENESS OF PLAN/IMPLEMENTATION

Review the activities in your plan to make sure they will help you to reach your vision. Monitor implementation of the plan to see if it is being implemented as designed and is giving the desired results.

Choose: 8 people

Cost: 3 Bits

20. REFLECT WITH COLLEAGUES

Using teamwork skills, staff reflect, support, question, and challenge their own and others' mental models and assumptions.

Choose: 8 people

Cost: 2 Bits

See back for Years 2 and 3 Only Activities

Years 2 and 3 Only Activities:

21. BENCHMARK BEST PRACTICES FOR LEARNING AND TEACHING

Identify communities that are using best practices for learning and teaching. Compare your systems' processes to theirs and plan how you could achieve their results.

Choose: 8 people

Cost: 6 Bits

22. CHANGE SUPPORT SYSTEMS TO SUPPORT VISION

Change support systems such as rewards, policies, student assessment, and resource allocation mechanisms to support vision.

Choose: 8 people

Cost: 6 Bits

23. BUILD IN-HOUSE CAPACITY TO PROVIDE PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Build in-house capacity to provide ongoing professional development opportunities and develop leadership skills.

Choose: 8 people

Cost: 8 Bits

24. COMMUNICATE PROGRESS

Give presentations of quality improvement process to members of school and community using visuals to display data.

Cost: 2 Bits

25. REVISIT/REVISE VISION

Revisit and revise vision periodically to match current thinking.

Choose: 10 people

Cost: 5 Bits

26. REVISE PLAN BASED ON CURRENT REALITY

Revise plan based on current reality. Make changes in plan and learning and teaching strategies based on latest information about stakeholder needs.

Choose: 8 people

Cost: 4 Bits